

INSIDE CORRECTIONS

NEWSLETTER OF THE NEW JERSEY DEPARTMENT OF CORRECTIONS



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NJDOC memorializes Officer Fred Baker and recognizes all officers for their extraordinary efforts.

TRAINING SUCCESS

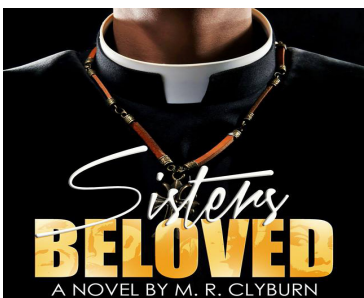
National Institute of Corrections offers expert training to Edna Mahan staff.

NJDOC RETIREMENTS



WOMEN ON THE FRONT LINES

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SISTERS BELOVED

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INSIDE WORD

with Acting Commissioner Hicks

I had the pleasure of leading our Correction Officer Day ceremony, where we commemorated those who have been killed in the line of duty and recognized all of our officers for their extraordinary efforts and commitment to the Garden State. The powerful event highlighted the passion, dedication, and honor that is so deeply woven into the fabric of our culture.

As we move forward together as a Department, it is vital that we support one another and acknowledge our outstanding officers and staff who serve as leaders, teachers and role models in our facilities, and as ambassadors of the Department within our communities. The circumstances you face are changing rapidly and the critical role you play in supporting our mission is mentally and physically demanding.

A major initiative for my administration is preserving the health and wellbeing of our staff, which is why I am proud to announce that we are forming an Employee Wellness Program. The Employee Wellness Program will provide everyone with the resources they need to address the incredibly difficult aspects of the job. I look forward to sharing more information about this new program in the coming months.

The Department's most valuable asset is you, our dedicated staff, and it is my priority to give you the tools and resources you need to have a successful and rewarding career with the New Jersey Department of Corrections.

Sincerely,



Acting Commissioner Marcus O. Hicks, Esq.



New Jersey Department of Corrections Correctional Police Officers stand at attention as they are recognized at the Correction Officer Day ceremony.

CORRECTION OFFICER DAY

NJDOC Memorializes Officer Fred Baker, Recognizes Correctional Police Officers

By Matt Schuman

July 30 is among the most important days on the calendar for the New Jersey Department of Corrections. In 2012, legislation was signed into law designating July 30 as Correction Officer Day, and each year, on that date, two key events – distinct, yet related – are presented by the Department.

Correction Officer Day commemorates those who have been killed in the line of duty and recognizes all officers for their extraordinary efforts and commitment to the Garden State.

So it was that on July 30, 2018, a service memorializing the 21st anniversary of the death of Officer Fred Baker was held at Bayside State Prison in Leesburg. As always, the memorial

service began at 7:55 a.m. On that awful day in 1997, just a few hours after arriving for work – at precisely 7:55 a.m. – Officer Baker was stabbed to death by an inmate. The memorial ceremony was attended by NJDOC staff, various dignitaries, and friends and family of Officer Baker.

During his remarks, NJDOC Acting Commissioner Marcus O. Hicks, Esq., noted that from the moment recruits enter the Correctional Staff Training Academy, they learn of Officer Fred Baker's legacy and compete for the Fred Baker Memorial Academic Award, which is presented at each graduation by a member of the Baker family. After graduation, he continued, officers are reminded of Officer Baker on a daily basis, as they suit up with a protective vest at the beginning of

each shift, a practice that was established in New Jersey and beyond as a direct result of the tragic 1997 incident.

Those joining the Acting Commissioner at the podium included Senator Jeff Van Drew, Assemblyman Bruce Land and Bayside Administrator John Powell.

Among the most poignant moments of the service was the ringing of a bell 21 times – once for every year since Officer Baker's death.

It was pointed out that the 2012 legislation designating July 30 as Correction Officer Day often is referred to as Fred Baker's Law.

Later in the day, at noon, on the grounds of the Department's Central Office headquarters in Trenton, the NJDOC hosted a Correction Officer Day ceremony. Among those on hand for the gathering were numerous members of Governor Phil Murphy's Cabinet, including Lt. Governor Sheila Oliver.

"We acknowledge the work you do, and we understand the challenges you are confronted with every day," the Lt. Governor said. "That's why it's so important to Governor Murphy and me to support you in every way."

Also in attendance were New York City Department of Corrections Commissioner Cynthia Brann, Policeman's Benevolent Association (PBA), Local 105, President Brian Renshaw and Police Training Commission Administrator John Cunningham, who served as the guest speaker.

The event featured the unveiling of a new badge, to be worn by all NJDOC officers, that prominently features the word "police" – a reflection of legislation signed earlier this year that changed the title of custody staff members from Correction Officer to Correctional Police Officer. "Police" has become part of every officer rank within the NJDOC.

"As a Department, we should be incredibly proud of our new titles," Hicks told those assembled. "This change is a direct result of your

extraordinary efforts, and you have earned the respect of our elected officials, your colleagues in the law enforcement community and the public." The Acting Commissioner then expressed his appreciation to members of the custody staff on a personal level.

"Each day, you put on your uniform and accept responsibilities that demand selflessness and courage," he stated. "You work long hours, take on extra shifts and put yourself at great risk to preserve the safety of others. The work you do is extremely critical to our mission and impacts the lives of our inmates, their families and our staff."

As the ceremony progressed, Officer Baker and others whose names are inscribed on the Fallen Officers Memorial were solemnly remembered. A proclamation issued by Governor Murphy and Lt. Governor Oliver directed all state correctional facilities to fly the American and state flags at half-staff in honor of those who made the ultimate sacrifice.

The festivities concluded with the presentation of the Departmental Service Awards.

"Our most valuable resources," said Brian Renshaw, president of PBA, Local 105, "are the people employed by this Department."

Guest speaker John Cunningham, a longtime NJDOC employee now employed by the Police Training Commission, crafted his own definition of a Correctional Police Officer.

"You're a dedicated, hardworking, often underappreciated professional law enforcement officer," he said. "It is sometimes forgotten that you're sons and daughters, sisters and brothers, husbands and wives, aunts and uncles, little league coaches, scout leaders, volunteer firefighters and members of the first aid squad."

Cunningham offered words of advice for those in the audience, many of whom were former coworkers.

"Each morning," he declared, "when you put on your uniform, wear it with pride and dignity." ■

CONGRATULATIONS

NJDOC Employees Win Prestigious Departmental Service Awards

MEDAL OF VALOR

OFFICER JOSHUA RUIZ, *East Jersey State Prison*
Stopped a woman from being raped, then physically secured the suspect until police arrived.

MERITORIOUS SERVICE AWARD

SERGEANT STEPHEN BURKE, *Central Reception and Assignment Facility*
Assisted a badly injured accident victim whose vehicle had become engulfed in flames.

OFFICER TRAVIS MULLER, *Mid-State Correctional Facility*
Witnessed a multi-vehicle accident, came to the aid of the victims and assisted the local fire department in removing one of the victims from their vehicle. Afterward, although his uniform was covered with gasoline, glass and blood, Officer Muller donned a clean uniform he had with him and proceeded to work.

OFFICER IVAN RIVERA, *South Woods State Prison*
Rescued his girlfriend’s 6-year-old daughter after the child was caught in a rip current and was being swept out to sea.

OFFICER ERIC PARKS, *Albert C. Wagner Youth Correctional Facility*
OFFICER JOHN GUIDICE, *Albert C. Wagner Youth Correctional Facility*
OFFICER DAMIAN ALBANESE, *Special Operations Group*

OFFICER CHARLES BURKHART, *Special Operations Group*
Aided the victims of a two-vehicle accident involving an overturned dump truck that spilled 50,000 pounds of gravel onto a sedan. The officers used shovels to remove the gravel and rescue a women who was trapped in the sedan, a process that took approximately an hour.

DISTINGUISHED SERVICE AWARD

MAJOR WAYNE MANSTREAM, *Correctional Staff Training Academy*
Retired from the United States Marine Corps as a Sergeant Major, has served the NJDOC in a variety of capacities for 25 years and has become synonymous with the Training Academy as well as the Department.

COMMISSIONER’S COMMENDATION AWARD

LIEUTENANT DANIEL CLEMENT, *Bayside State Prison*
LIEUTENANT SCOTT GENEREUX, *East Jersey State Prison*
SERGEANT GEORGE GOLDNER, *East Jersey State Prison*
Represented the NJDOC in the Color Guard and Honor Guard details at more than 200 events across New Jersey and beyond.

SERGEANT GRANT SMITH, *Garden State Youth Correctional Facility*
Observed a neighbor’s car being vandalized, used his personal vehicle to follow the suspects as they fled and provided vital information to the local police, leading to the apprehension of the perpetrators and recovery of the stolen property.

OFFICER PATRICK DEFAZIO, *Garden State Youth Correctional Facility*
Witnessed a vehicle on fire while driving in his own vehicle. He instructed the driver to pull over, removed the driver, called 911 and remained on the scene until police arrived.

COMMISSIONER’S CHALLENGE AWARD

OLGA ROMERO, *Secretarial Assistant I, Northern State Prison*
Led by example throughout her three decades with the NJDOC. Away from the workplace, she serves as a volunteer in the hospice units of two medical facilities.

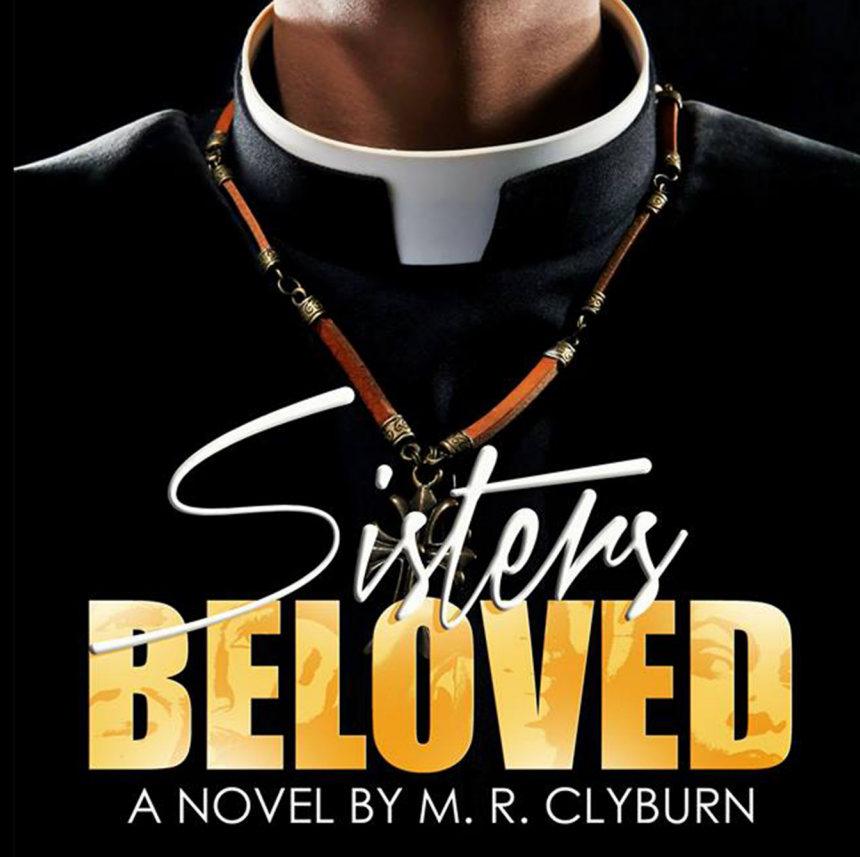
LIEUTENANT EDWARD KEEN, *Southern State Correctional Facility*
Has been an NJDOC employee for nearly 20 years and is viewed as a role model by his peers. Additionally, he served as a coach and director of recreation for his neighborhood’s youth soccer association for almost a decade.

OFFICER JEFFREY KONOPADA, *East Jersey State Prison*
While off duty, observed a woman who appeared to be scared and upset, identified himself to her as a law enforcement officer and learned that she was in a relationship that had turned violent. He then took her to the police station and stayed with her for approximately eight hours until she was granted a restraining order.

OFFICER JEFFERY LAUREANO, *East Jersey State Prison*
Observed an individual burglarizing a vehicle, ordered the suspect out of the vehicle and to the ground, then restrained the suspect in that position until police arrived.

OFFICER ROBERT ADAMS, *Bayside State Prison*
OFFICER RAYMOND BALLESTER, *Northern State Prison*
OFFICER WILLIAM JOHNSON, *New Jersey State Prison*
OFFICER ANTONIO PEREZ, *Bayside State Prison*
Represented the NJDOC in the Color Guard and Honor Guard details at more than 200 events across New Jersey and beyond.





SISTERS BELOVED

*Novel by ADTC Social Work Supervisor
Examines Gender Inequality in the Ministry*

By Matt Schuman

The ministry is no place for a woman. At least that's what far too many men in the male-dominated field would have their female counterparts believe.

Just ask Rev. Mozelle Clyburn, social work supervisor at the Adult Diagnostic and Treatment Center, who has spent the last 26 years as a minister. Clyburn felt so strongly about gender-based inequalities in the ministry that, in the winter of 2016, she wrote and published a novel on the subject. Clyburn emphasized that the situations depicted in the book are based on real-life events.

"Sisters Beloved" is the story of seven women who were brought together in large part due to

the obstacles they faced performing ministry in a man's world.

"The kind of hurt I wrote about is especially unfortunate, because people go to church to heal," Clyburn said. "They go to church looking for peace, joy and comfort, not to experience these kinds of incidents."

For example, one of the characters in the novel was asked by the male pastor under whom she was serving to write his dissertation for him. She reluctantly contracted with him to do so. At the same time, a reverend who ranked higher up in the church hierarchy was pursuing her romantically. She wasn't interested, in large part because her pursuer was a married man.

As punishment for ignoring his repeated advances, the church official held her back professionally. The woman asked her pastor for help, but he flatly refused.

"I've been in ministry for a long time and earned the positions I hold, even though I did some things I didn't want to do," the pastor told her. "I don't want to lose my status now."

The pastor then inquired about his dissertation. She told him she was finished working on the dissertation.

"Well, when am I going to get it?" he wanted to know.

"You're not. You're getting your check back instead," she shot back. She then turned, walked out the door and never looked back.

The woman eventually became part of the sisterhood known as "Sisters Beloved." Not everyone thrust into a similar situation is so lucky.

"I've seen women walk away from the ministry," Clyburn related. "In the (New Jersey) Department of Corrections, there are mechanisms in place to deal with mistreatment in the workplace. In the ministry, no such mechanisms exist. If a woman goes to the church hierarchy, who's in the hierarchy? Men. From my experience, and from the experience of people I've known, they can't identify with what you, as a women, are going through.

"In my heart, it disturbs me that I'm called into the ministry by God, but I have to navigate through this man-made criteria in order to progress in my ministry," she continued.

To make matters worse, Clyburn added, too often, women in the ministry are more competitive with one another than supportive.

"I felt we needed a sisterhood," she said. "Then, one morning, it just came to me: the words 'Sisters Beloved.'"

Clyburn's book, which now had a title, chronicles how those who comprise "Sisters Beloved" – seven women and their mentor – came together by chance, shared their experiences, unconditionally supported and trusted each other, and ultimately helped to heal one another.

"What happens is, we're so hurt that we don't think about healing," she explained. "So when we go from one experience to another, we're still carrying that hurt. It's with us in our personal lives and in our jobs, and it just stays there. I wanted to create a situation where women would come together and heal."

The feedback she has received has been so positive that she is working on two additional books – a sequel to "Sisters Beloved" and a novel focusing on the Rev. Hester Brinkley, the mentor character in her first book.

"Women have told me the book has helped them to truly sympathize with the struggles of other women, which hasn't always been the case," Clyburn said. "The feedback from men has been encouraging as well. One male minister told me he thoroughly enjoyed the book and thinks everybody – clergy, lay people, men and women – should read it.

"It also was gratifying to hear people who aren't necessarily closely affiliated with the church tell me the lessons of the book can be applied to virtually any profession or situation."

On a personal level, Clyburn found her first project as an author to be therapeutic.

"It was something I needed to do," she concluded. "The more I wrote, the clearer my objective became and the more my spirit was relieved." ■



Experts from the National Institute of Corrections educate supervisors from the Edna Mahan Correctional Facility for Women.

TRAINING SUCCESS

National Institute of Corrections Offers Expert Training to Edna Mahan Staff

By Patrick Lombardi

New York's Attica Correctional Facility faced an inmate uprising in 1971. The inmates demanded better living conditions and more rights than the facility was allowing. This incident focused national attention on corrections and imprisonment in the United States. In response, then Attorney General John A. Mitchell convened a nationwide conference. This gathering of corrections professionals led to the formation of the National Institute of Corrections (NIC).

One of the primary functions of the NIC is training. This agency within the U.S. Department of Justice, Federal Bureau of Prisons, consists of a 16-member Advisory Board appointed by the Attorney General. In addition to training, the NIC also provides technical assistance, information

services, and policy review and program development assistance to federal, state and local corrections agencies.

On May 1, the NIC began a three-day training seminar for supervising personnel from Edna Mahan Correctional Facility for Women. Each session was facilitated by several of the NIC's corrections experts, including Correctional Program Specialist Evelyn Bush of Connecticut, retired California Department of Corrections Warden Susan Poole and Criminal Justice Consultant Scott Holmes of Alabama. The training highlighted the importance of understanding and acknowledging the differences between men and women offenders and the impact of those differences on the development of gender

responsive policies, practices, and programs in correctional facilities.

More than 10 years ago, the NIC began researching the critical differences between male and female offenders and how these differences can be looked at in terms of effectively managing the female inmate populations.

At the time, "there was not a lot of research done around female offenders," said Poole, "and so most of our agencies were predicated upon the male population, so policies and procedures were driven by what we knew about male offenders."

Bush added, "The recent research included looking at women's pathways into prison, which was specifically different from how men typically come into prison. This included such things as trauma and victimization and the impact of substance abuse and how drugs manifest themselves differently for women."

During the three days, the training covered such topics as operational practices, staff-inmate relations, legal issues facing female offenders, gender differences and the social meaning of gender. It also offered "guiding principles" that highlighted how staff may fluidly interact with and manage the female population.

A number of employees at Edna Mahan had transferred from other correctional facilities and only had experience with the male population.

"The NIC can't come in and train 500 officers," said Poole, "but we can train supervisors and provide them some of the training materials and tools that they can take back and implement, and then we can encourage them to be change agents within their organization."

The staff members who interact with inmates every day play a major role in an inmate's rehabilitation, which is one of the many reasons why Poole, Bush and their colleagues believe this training administered by the NIC is essential.

**“ WE CAN'T EXPECT
THAT INMATES WILL CHANGE.
WE HAVE TO LEAD THE CHANGE
BY SETTING BOUNDARIES,
BY COMMUNICATION
AND BY DE-ESCALATING
SITUATIONS. ”**

"If the inmates could change themselves, we wouldn't need correctional agencies," Poole stated. "We can't expect that inmates will change. We have to lead the change by setting appropriate boundaries, communication and de-escalating situations instead of escalating them. And we do that by having teachable moments with staff."

In the final session, the Edna Mahan staff was asked, "What one thing will you commit to personally do based on what you learned in here?" Poole explained that this question is used to solidify the staff's engagement in the process.

"We are really thrilled with the responses we received," Poole said. "The staff members were engaged, and they gave us feedback to let us know that they were paying attention. So it's always good when people are able to find elements of certain behavior that can be worked on. It leads to a more positive future." ■



Lt. Robin Washington of Mid-State Correctional Facility is recognized during the Courageous and Victorious Women on the Front Lines ceremony.

WOMEN ON THE FRONT LINES

NJDOC Officers Recognized at Church's 'Women on the Front Lines' Service

By John Cokos

Large numbers of women have made everlasting contributions in the field of corrections, a profession once dominated by men.

So, it was gratifying for the women of the New Jersey Department of Corrections to be honored as “sheroes” during the Courageous and Victorious Women on the Front Lines ceremony at Shiloh Baptist Church in Trenton.

In April, the Women’s Ministry of Shiloh Baptist Church invited female correctional police officers, military members, police officers, firefighters and emergency medical personnel to an event dedicated to honoring women who have chosen careers in public safety.

“These women, from Mercer County and surrounding areas, serve and protect our local community, our state, our country and our nation’s interests and values around the world,” said Shiloh Women’s Ministry co-chairs Janine Bowers and the Rev. Daniela M. Phayme in a message that appeared in the event’s program.

“I thought it was going to be a simple ceremony, but it turned out to be more impressive than I expected,” said Correctional Police Lieutenant Jaqueline Knight of Mid-State Correctional Facility.

The evening, which included a reception and a ceremonial honor guard, also featured presentations by Congresswoman Bonnie Watson Coleman and then Trenton Mayor Eric E. Jackson.

Correctional Police Officers, as well as women from other areas of law enforcement, were honored in their respective groups and individually with pins and certificates of appreciation.

“It was important for me to have my girls there,” Knight said. “They know what I do for a living, but they didn’t realize how many women step up and choose this as a career. For them to see we can do these jobs, and to look back and see how proud they were, was monumental to me.” According to Senior Correctional Police Officer Stephanie Waters of South Woods State Prison, the turnout was inspiring.

“There was standing room only by the time the ceremony started, and NJDOC was the largest group in attendance,” Waters said. “To be honored like that, and have some of the dignitaries stay and mingle with us to the end, was amazing.”

One of the program’s youthful presenters underscored a significant message that the

honorees are sending to young women.

“At one point a girl, maybe 12 or 13, said in a heartfelt speech that we are role models paving the way for her generation,” said Senior Correctional Police Officer Tamasier Warner of the Central Medical Unit. “I don’t always speak in great detail about the job to my daughter, so she was excited to see her mom being honored and to see women involved in so many different career fields.”

It was also an emotional evening for Deputy Commissioner Bettie Norris, who has had a close view of the impact women have had in corrections.

“It was a beautiful sight to see all the women in uniform, and I must say the NJDOC was the most beautiful sight there,” Norris said. “The appearance gave light to a lot of the younger females in the audience who were in such awe. Seeing those women in uniform with the same opportunities and abilities as men was inspirational.” ■



The New Jersey Department of Corrections was well represented at the Courageous and Victorious Women on the Front Lines ceremony.

NJDOC RETIREMENTS

From January 2018 to June 2018

PEDRO ACOSTA
East Jersey State Prison

JACQUELINE ADAMS
South Woods State Prison

HELEN ADAMS
Mid-State Correctional Facility

RAYMOND ALBERT
Central Office

MICHAEL ALLEN
Northern State Prison

MARC ALLEN
Central Office

GILVES ARRINGTON
Northern State Prison

RENEE ARVIN
Mountainview Youth
Correctional Facility

KENNETH BALDOSARO
South Woods State Prison

JOHN BILLITZ
Edna Mahan
Correctional Facility for Women

MARIANKA BRUNNER
New Jersey State Prison

WILSON BULLIVANT
Central Office

SEAN CARTER
South Woods State Prison

JAMES CAUDILL
Bayside State Prison

ALICE CURLEY
Central Office

SEAN DAVIS
Albert C. Wagner
Youth Correctional Facility

NANCY DEBNARIK
Central Office

STEPHEN DILIO
Central Office

GLORIA DIXON
East Jersey State Prison

DARYL DONNELL
Garden State Youth
Correctional Facility

TERRY DUNHAM
South Woods State Prison

JASON FARMER
Southern State
Correctional Facility

WILLIAM FUNARO
South Woods State Prison

WENDELL GOSS
East Jersey State Prison

MICHAEL GRIFFITH
New Jersey State Prison

GREGORY GROCHOWSKI
Central Office

PAMELA HAJDU
Mountainview Youth
Correctional Facility

SHAWN HARRISON
Adult Diagnostic
and Treatment Center

BRIAN HOLTSLANDER
Adult Diagnostic
and Treatment Center

CECIL HUGHES
Southern State
Correctional Facility

ROSITA JACKSON
Garden State
Youth Correctional Facility

LISA JANTZ
Central Office

JAMES JEFFERSON
New Jersey State Prison

NATALIE JEFFERSON
South Woods State Prison

STEVEN JOHNSON
New Jersey State Prison

TIMOTHY KEESEE
Central Reception
and Assignment Facility

THOMAS KENNEDY
New Jersey State Prison

MICHAEL KUBIK
Central Office

JOHN LEIBRAND
Bayside State Prison

HSIULIEN LO
East Jersey State Prison

KENNETH LYONS
New Jersey State Prison

JANE LYONS
East Jersey State Prison

BENNY MALAVE
Northern State Prison

NANCY MCBURSE
Northern State Prison

DARLENE MCCANN
Adult Diagnostic
and Treatment Center

MALIKAH MCMILLION
Edna Mahan
Correctional Facility for Women

ROBERT MCPHERSON
New Jersey State Prison

SHELA MEIERDIERCKS
Albert C. Wagner
Youth Correctional Facility

LAFAYETTE MOORE
East Jersey State Prison

JAMES NAUGHTON
Central Office

JANE NEWBY-JONES
East Jersey State Prison

JEFFREY OBERLY
Edna Mahan
Correctional Facility for Women

WILLIAM ODGERS
East Jersey State Prison

JOHN ORTIZ
Northern State Prison

RICHARD PAPPAS
Central Office

WENDY PEARCE
Central Office

EDWARD PEREZ
Northern State Prison

WILLIAM PORTER
Bayside State Prison

JACQUELINE PROCTOR
Central Reception
and Assignment Facility

DENNIS RIVERA
Central Office

WILLETTE ROBINSON
Edna Mahan
Correctional Facility for Women

RAMONA SHAW
Albert C. Wagner
Youth Correctional Facility

DOUGLAS SHAW
New Jersey State Prison

KENNETH SILVANI
Central Office

MIGUEL SOLIVAN
South Woods State Prison

ANITA SPAULDING
Adult Diagnostic
and Treatment Center

GARY STITES
Southern State
Correctional Facility

JONATHAN STRICKLAND
Northern State Prison

STANLEY SWENSON
South Woods State Prison

RIITTA TORNEGARD
Garden State
Youth Correctional Facility

JOAN TUMMINELLO
East Jersey State Prison

ROBERT WADDINGTON
Southern State
Correctional Facility

ZOE WAGNER
Southern State
Correctional Facility

JENNIFER WATSON
South Woods State Prison

MYRNA WOULARD
Northern State Prison

MARLENE WURM
Central Office

SHERRY YATES
Adult Diagnostic
and Treatment Center

RODDY ZECK
South Woods State Prison